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ABSTRACT

The Boston Architectural Center (BAC) offers a positive educational environment and contributes to opening the architectural profession to women. Results of a survey indicate that the percentage of female undergraduates and female faculty is higher than at other architectural schools. Also, 292 women who have attended or are attending the BAC were surveyed about their personal characteristics, reasons for enrolling at BAC, evaluation of BAC as an educational institution, job experiences, and personal attitudes and recommendations. The typical BAC women is 27 years old, architecture was not her first career choice, and she generally has a bachelor's degree in an unrelated field. Her professional interests are design, development, and environmental design. She is employed full time as a draftsperson or clerk by an architectural firm at an annual salary of $9,000. There is a 48% chance that she has encountered discrimination, but would choose architecture again. Factors fostering a positive educational environment in the BAC include low tuition, evening classes, open admissions, the work/study program, and the educational philosophy. The high percentage of women enrolled and the fact that over 50% of those who have left the program intend to return indicates not only that the educational environment is positive but also that the BAC does aid students in acquiring technical skills necessary for their present positions. (KC)

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WOMEN STUDENTS AT THE BOSTON ARCHITECTURAL CENTER 1975-1978

Martha Murphy

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"Where I was born and where and how I have lived is unimportant. It is what I have done with where I have been that should be of interest."

Georgia O'Keeffe

ACKNOWLEDGEMENTS

For me, the spirit of women--more specifically, the spirit of women in architecture--has long since passed the point of fascination. I feel a part of this spirit now, as I feel a part of the Boston Architectural Center. This paper is an elaboration of work done for a course, "Women and Design," taught by three exciting women: Janet Buck, Deborah Crossley, and Margery Morgan. This paper could not have been written without the generosity and kindness of these and many other gifted people.

First, I would like to thank the many concerned women who took their time and effort to respond so openly to the questionnaire. Without their help, this paper could not have been written. It is my belief that these women, both past and present students of the BAC, comprise a strong foothold in the matrix of future architectural movements. Their sincerity and sensitivity will undoubtedly be felt and heard by the architectural profession itself--if it has not already been heard.

I would also like to thank the AIA 1975 Task Force on the Status of Women for their report, "Affirmative Action Plan for the Integration of Women in the Architectural Profession." It is from this report that many questions were drawn for use in comparative analysis of women as BAC students and as AIA architects throughout the country.

Finally, I would like to give special thanks to four people who advised and supported me throughout the entire duration of the development of this paper.

I thank Art Smith for his opinions; Margery Morgan for her enthusiasm which led to the creation of this paper; my brother Daniel for his patience and help with statistical data; and lastly, to Elsie Hurst, a true mentor and role model for all women hoping to develop themselves as individuals and wanting to hold up their half of the sky.

Thank you.

Martha Murphy, 12-1-78

INTRODUCTION

The Boston Architectural Center was founded in 1889 as the Boston Architectural Club to provide evening classes with instruction in drawing for draftsmen working in architects' offices. It was not until 1944 that the organization was re-incorporated as the Boston Architectural Center, "to provide instruction in architecture and related fields for draftsmen and many others interested in the practice of architecture or the allied arts, especially those whose employment might interfere with such education in day schools and universities."[1] It was during this epoch that women were first admitted to the Boston Architectural Center, which for this period of time was a progressive undertaking.

Today, it is clearly evident that there has been a slow, yet increasing influx of women entering the field of architecture in the past three years, not only at the BAC but throughout the country with the largest numbers of women concentrated in relatively few schools.

There was a time when women interested in architecture would have pursued careers in fields relative to architecture, but not architecture itself. Now however, as more and more barriers are being removed through various means, the architectural profession is more responsive to women entering the field. This is shown numerically as the architectural profession is experiencing this shift of women, who through their own socialization bring talent, sensitivity and unique insight to the field.

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1. Boston Architectural Center, "BAC General Information Catalog," Pg. 1.

Educational institutions are helping to fill this void. Given this, it is important to address the question, "How can the Boston Architectural Center become an effective educational vehicle in participating with this increase?"

Therefore the purpose of this paper is to establish what input the BAC has as an educational institution from which women can and do enter the architectural profession. To present a clear perspective of this, three areas of concern must be investigated:

First, there must be a complete understanding of women students in all architectural schools in North America and what relationship the BAC has to them. Secondly, it is important to break down the numerical amount and percentage of female faculty within all architectural schools in North America and compare these figures to those of the BAC to see if there are any implications of impact on female students. And finally, an examination of BAC women students themselves is necessary to show attitudes of women who have attended the BAC at some point during 1975-78 with comparison done at the national level to AIA women architects as reported in, "Affirmative Action Plan for the Integration of Women in the Architectural Profession," written by the AIA 1975 Task Force on the Status of Women.

I. Architectural Schools

Present trends in schools of architecture reflect increased enrollment as more women shift from all areas of concentration, the humanities, the natural sciences, and the other social sciences into the field of architecture. The following data is from the 1975-1976 edition of Architectural Schools in North America, published by the Association of Collegiate Schools of Architecture Inc., (ASCA). Based on information from 79 architectural schools in North America offering a Bachelor's of Architecture or comparable degree of no more than five and no less than four years, it can be stated for statistical purposes that it is legitimate to compare these programs to the BAC's Certificate of Architecture.

North American Schools of Architecture	(percentage)
Women undergraduates (1972-73)	7.80%
Women undergraduates (1975-76)	13.78%
BAC women undergraduates (1975-76)	15.82%
Average Total of Women Per Program (1975-76)	**(numerical)**
North American Schools of Architecture	47.98
Boston Architectural Center	87
Average Size Program (1975-76)	
North American Schools of Architecture	348.19
Boston Architectural Center	550

From this data it can be shown that the percentage of female undergraduates at the BAC is higher in the first two categories than the North American average coupled with a larger student population base. The overall implications of this type of analysis show the potential of the BAC as a viable and progressive institution for meeting the present increased demands for quality female architecture students by the architecture profession.

At this time (1975-76), it cannot be stated that the BAC female student population deviates from the North American norm significantly to conclude that the increased difference between the North American percentage and that of the BAC percentage indicates any special attention or emphasis on the part of the BAC Administration toward female students.* Therefore the question should be raised, "Are the allusions such that the BAC through its charter is a unique and natural educational institution for female students?"

New Female BAC Student Enrollment (1975-78)

Year	Term	Total Enroll.	Female Enroll.	Percentage
1975	Fall	152	28	18.42%
1976	Spring	90	21	23.33
1976	Fall	115	21	18.26
1977	Spring	117	26	22.22
1977	Fall	150	39	26.00
1978	Spring	123	27	21.95

Within the past three years it is statistically recognized that the enrollment of female students has increased, as much as 41.15% between the fall of 1975 and the fall of 1977. This significant increase in female enrollment is a reflection not on any type of motivation by means of policy change or recruitment by the administration, but instead by reasons (discussed later in the paper) based on the philosophy and structure of the BAC itself.

II. Faculty

Another important trend necessary in reviewing the total perspective of the BAC and its female student population is the make-up and percentage of the BAC faculty that are women.

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* sufficient deviation would be roughly more than 17.5%

Statistics on women faculty members are more difficult to obtain than those for women students due to the inavailability of established percentages.

The figures presented below were collected from the ASCA Faculty Directory 1973-74[2], by selecting female names from published faculty rosters.

North American Faculty 1973-74

No. of schools represented (out of 92 schools reporting)	57
Total faculty (FT&PT)	2747
Total women faculty (FT&PT)	151
Women faculty teaching architectural courses	85
Women faculty teaching courses other than arch.	66
Percentage of total women faculty	5.5%

BAC Faculty Spring 1978

Present faculty	196
Total women faculty	34
Percentage of total women faculty	17.35%

In their hiring procedures, the BAC places as first priority their emphasis on quality education. The present hiring policy of the BAC relies on volunteer support on behalf of their instructors from within the architectural community. The comparatively high percentage of female faculty is a strong reflection on this emphasis on quality rather than any subliminal attitude which may or may not be implemented by other schools of architecture.

All 34 women teach architectural courses relevant to the needs of the architectural profession. Of the 34 female faculty members teaching the spring term at the Boston Architectural Center, 13 or 38.23% teach a studio of technical related course. These 13 women constitute 6.7% of the present faculty population.

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2. ASCA Faculty Directory, 1973-74, (Peterson's Guides: Princeton, New Jersey, 1974)

This statistic is important for two reasons. First, female students at this educational level should have the opportunity to establish role models within the educational institution. Secondly, there is a distinct need to show female students that by having female instructors teach all facets of architecture, then all facets of architecture are open for women to enter.

III. Survey

The objectives of the BAC Women in Architecture Survey were to gather as much information as possible describing not only the BAC female student, but the potential BAC female architect as well. This questionnaire was designed to obtain basic statistics on personal and professional characteristics, job qualifications, employment histories, salaries, and job situations. This was achieved by organizing the questionnaire into five main areas:

1. personal characteristics,
2. why women enrolled in the BAC,
3. the BAC as an educational institution,
4. job experiences, and
5. personal attitudes and recommendations.

For material concerning job experiences, many of these questions were taken from the AIA, Status Report on Women to be used for a comparative analysis of the BAC female student to the AIA female architect. All questions strove to elicit more subjective responses concerning motivations, experiences, perceptions of personal roles and attitudes toward the status of women both in and out of the BAC. From there this information is put into meaningful context to better help answer questions

concerning the type of woman who comes to the BAC, why these women come to the BAC and from there a discussion can be raised about the role of the BAc as an institution and vehicle for women to enter the job market.

The cover letter encouraged additional comments from respondents wishing to make lengthier responses on pertinent experiences and opinions. Some of this material appears in this section as direct quotations and gives an even more definitive picture than the statistical information could convey.

Questionnaires were sent out to 292 women who have attended or are presently attending the BAC between 1975-1978. The questionnaires were mailed April 26, 1978 with a requested return date of May 12, 1978. Despite the major problems of budget limitations and reliance on the addresses from dated Bursar cards (6 random surveys were mailed out first class, 4 were returned addressee unknown) there were 62 responses.

In an effort to understand if these 62 responses are sufficient to draw quantitative conclusions for this study it is important to understand the equation for sufficient sample size.[3]

Equation for sufficient sample size

$$9\left(\frac{M}{1-M}\right) = \text{sufficient size}$$

Where: M= the larger of P and Q
P= percentage returned
Q= 1-P

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3. Earl Brown, Probability and Statistic with Applications in Management and Economics, (Babson College, 1977), pg. 276.

sampling size: 292
responses: 62
return: 21.23%

Therefore: $9\left(\frac{78.77}{21.23}\right) = 9(3.71) = 33.39$

With 62 responses and a sufficient sampling size necessary of 33.39, it can be stated that there is more than a sufficient amount of responses, in fact almost 100% more than needed.

All questionnaires returned were used in statistical analysis. Due to salary comparisons made only on professionals who considered themselves as working full time, responses from part-time workers or those working outside the architectural profession were excluded from the statistical analysis of the data involving salaries.

Data was prepared by the use of computer analysis through Babson College, Wellesley, Ma. and standard statistical methodology. This program was used for both complete survey tabulation and detailed data analysis. It was this paper's intention to report not only averages, but also to gain an understanding of women architects coming from the BAC and their perspectives in the profession.

A. Personal Characteristics

The average age for all respondents is 27.25. 75.81 percent are presently students, while 24.19 percent are no longer attending the BAC. Of all women, 79.03 percent are single with 20.97 percent married. Of those women who are married or divorced, 12.9 percent have children of which 4.84 percent are under the

age of five.

These women chose architecture as their profession at the average age of 22. This relativley older age is due to reasons explained later, however best summarized by the question, "Was architecture your first choice?", of which 35.48 percent replied yes, while 56.46 percent answered no. For the majority, self-evaluation was the most influential factor in determing the choice of profession. It was found that 72.58 percent of the women would still choose architecture as a profession if they had to do it again. Of those who would not, the reasons most often stated were long hours, discrimination and poor remuneration.

B. Educational Qualifications and Experience

1. Prior Education

As shown by the age at which most women decided to pursue a career in the field of architecture, past education was an important aspect. The large percentage of women with undergraduate degrees in other fields reflects two distinct attitudes: First, there were those who were disinterested in the field they initially chose; and secondly, there were those women who felt an early uncertainty or discouragement about the feasibility of a career in architecture and later an actual commitment.

Prior Education by Percentages 1975-78

None	3.22%
Post High School	11.3
Two year degree	8.06
College graduate	61.3
Have done graduate work	8.06
No answer	8.06

2. BAC Student Characteristics

The present curriculum at the Boston Architectural Center is divided into three segments. Segment One encompasses the first two years with Segment Two covering the next three years. After a student has completed Segments One and Two, he or she enters the Thesis program, or Segment Three. Completion of the Thesis earns the student a Certificate of Achievement which is fully recognized by the National Architectural Accrediting Board as being the equivalent of the first professional degree. Of the 75.81 percent of the BAC women that are presently attending the school, the Segment breakdown is as follows:

Segment One	48.94%
Segment Two	40.43
Segment Three	6.38
No Segment	4.25

Of all the women surveyed, 3.23 percent had graduated from the BAC program, while 96.77 percent had not. Numerically, these percentages break down to two women who had graduated and sixty who had not.

Two questions asked in the survey dealt specifically with initial intentions to complete the BAC program at the time of enrollment versus present intentions to complete the BAC program.

Intentions to Complete BAC Program (in percentages)

	Initially Intended	Presently Intend
Yes	48.39%	45.16%
No	46.77	32.26
Undecided	4.84	17.74
No Answer		4.84

Comparing the statistics of those women students who

presently plan to complete the program with those women students whose initial intention was to complete the BAC program, a comparatively same percentage of women said yes. The prominent statistic is that there were 46.77 percent who initially said they would not complete the program with 4.84 percent who felt undecided. This changes as presently 17.74 percent feel undecided with only 32.36 percent not intending to finish. This clearly indicates an increasing positive attitude among present female students in the program toward the BAC, the profession or both. The implications from this involving the BAC are that the BAC is meeting the technical and academic needs of its female students. This is reconfirmed by the statistic that 58.06 percent felt that having gone to the BAC aided in receiving skills needed for their present position, with only 19.36 percent feeling it had not.

Factors involved in helping these women to enroll in the BAC are listed below by order of those most commonly indicated.

Low tuition
Evening classes
Open admissions policy
Philosophy of the BAC
Work/study program

Other comments brought out helping to make this decision were voiced best by the women themselves:

- "My fear of being unable to compete adequately at a real school."

- "To develop another outside interest."

- "I wasn't sure architecture was it, so I thought I'd try the BAC for a semester."

The BAC has an open admissions policy. All candidates with a high school diploma or equivalent are accepted on a first-come, first-serve basis, with an enrollment ceiling of 550. In deciding to initially attend the BAC, the question was asked, "Was the open admissions policy advantageous or instrumental to you as a women as an entrance to the field of architecture?"

Yes	27.42%
No more than for a male	53.23
No	9.68
Maybe	1.61
Not applicable	8.06

Of the various reasons why women said yes, one comment which best typifies their attitude was, "If I were male, I would have probably considered at a younger age what profession I wanted to enter and would have had portfolio, etc. for submission for admission to a traditional school."

When asked why the women who left the BAC did leave, their reasons were varied and in order of the most frequent response:

Personal reasons,
Pursue work,
BAC not meeting your needs, and
Pursue studies at another educational institution.

20 percent stated that they were presently attending another school. Others commented on the fact that they wanted to use the BAC as a stepping stone for either graduate work or for a more disciplined educational institution.

Of the 24.19 percent of the surveyed women who no longer attend the BAC, 80 percent are working in the field of architecture with an impressive 46.67 percent indicating plans to return at a later time. This again indicates that the BAC is a positive

and necessary educational institution.

3. Curriculum

The large number of faculty at the BAC enables the curriculm to offer a wide variety of subject matter pertaining to architecture. In answering the question, "What areas of architecture are you most interested in?", the results were as follows:

Design	48
Planning	20
Interior Design	19
Development	9
Landscape Architecture	8
Other	21

Among those areas of interest mentioned in the category of "Other" were such subjects as urban design, transportation, solar energy, rehabilitation and human factors relating to architecture.

54.85 percent of the women felt they brought a unique outlook to the classroom. This is an interesting statistic considering only 33.87 percent said no, with 6.45 percent feeling that in certain situations they did, however at other times they did not. These statistics are reinforced by three distinct attitudes brought out by three women's responses.

-Yes, "... but so would any individual who is not immediately accepted or offers a new viewpoint."

-No, "Not a unique, but definitely possible alternative views."

-Both, "As an individual, I bring a unique outlook, as a women, I often bring my educated fears and prejudices."

So who is supportive of this outlook?

	Yes	No
Faculty	19	7
Administration	10	7
Counseling	11	5
Other students	24	4

Given these figures, one wonders about the atmosphere at the BAC as an educational institution. "Are women treated seriously at the BAC as future architects?"

Yes	67.74%
No	11.29
Sometimes	6.45
Comment	6.45
No answer	1.61

Many of the women's attitudes were quite similar as a consensus of their views were as follows:

- "Don't know! Possibly by some instructors, certainly by the administration."

- "Depends on the woman."

- "In my experience, I was given the same opportunities, instruction and crits as any male."

- "In most cases, every once in a while, you're a pretty face."

As a reflection on the architectural field itself, 43.55 percent felt there were female role models in the profession, however half or 50 percent felt there were not. The intent of this statistic is that if one feels that women do need role models in any profession to aid in direction then it is important that a supportive network be established. Below is a list of a few of the women mentioned as role models within the architectural field.

Eileen Gray	Katherine Davis	Elizabeth Ericson	Instructors
Sarah Harkness	Joan Goody	Carol Johnson	Nancy Phillips
Julia Morgan	Barbara Kapp	Pat Loheed	Older students
Eleanor Raymond	Marie Kennedy	Lillian Rice	

4. Continued Education

To the question, "Would you be interested in continuing your education by taking courses to keep abreast of the field?", 100 percent of all those answering said yes. Areas of interest are listed as to most frequently mentioned. It is interesting to note that this follows very closely to the same pattern of interest as expressed by the AIA Status Report on Women 1975.[4]

Design	38
Architect/Developer	24
Behavioral Sciences/Environ. Design	24
Planning	21
Ecological Issues	17
Financial Management	15
Structural/Mechanical	15
Construction Management	13
Computer Technology	12
Architectural Ethics	8

5. Work Curriculum

Due to the nature of the BAC much emphasis is placed on directing the student into the working environment of the architectural field. One of the requirements for completion of the BAC program is to have worked at least 36 months in the field of architecture. It is therefore necessary to understand what type of experiences these women have in their work position. As students in the architectural environment, the following attitudes were revealed.

Less than 50 percent (46.77) felt they were taken seriously in employment within the field of architecture. This feeling is reflected in the story offered by one woman.

"I'm treated seriously enough at work, but I probably

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4. Task Force on the Status of Women, "Affirmative Action Plan for the Integration of Women in the Architectural Profession," (American Institute of Architecture), pg. 7.

would not have had to be a secretary/draftswoman were I not a woman. Although I'm paid a fair wage, people at my level have always been women and at the higher level have always been men . . . subtle, subtle. I have no particular training or interest in these. I also have to know where everything is, all the time and am constantly distracted and interrupted. None of the above are seen as skills and women always do them . . . Today my boss was showing me computer printed specifications and said something about typists becoming obsolete. I said that if women never had to type again I'd be glad. To which he replied, 'But how would you break into the field?' He does however take an interest in talking to me about architecture, if I ask."

Entering into an architectural firm at the secretarial level is a very common occurence. Working as a student the question was asked, "Was there upward mobility in your present position?" to which only 41.94 percent thought there was, with 37 percent feeling there was not. Those women who did say yes for the most part were working in small firms with increased responsibility being a very common factor toward this upward status.

Within the professional atmosphere, 48.39 percent felt there was a positive attitude toward women in the architectural field, while 19.36 percent did not. As one woman stated, "Yes with most people - some men are hopeless."

Only 19.36 percent felt that female students were geared toward any specific field of architecture, which is significant because 66.13 percent felt they were not. This indicates that

these women are not feeling outside influences in the development of their architectural concentrations. As two women stated:

- "I am undecided as to whether women are 'gearing' themselves or being geard. It is hard to say how much social upbringing influences an individual's ideas of what she wants and can do."

- "Interior design, landscape architecture, . . . these fields are more receptive to women (v.s. site supervision)."

In the area of discrimination, two questions were asked which show somewhat conflicting results. When asked if they had been affected by discrimination whether at the BAC or in employment, 48.39 percent said yes with 43.55 percent feeling that they were not. 3.23 percent said maybe. So clearly there were mixed feelings, as one woman states, " . . . not in that I've been discouraged - yes, in that my philosophical convictions have been reinforced."

Of those women who did feel they had been discriminated against, the question was asked, "In what areas and by whom have you encountered discrimination?" The following scale was given with answers averaged to achieve a final numerical value.

0 = no discrimination
1 = preferential treatment
2 = little discrimination against
3 = moderate discrimination against
4 = much discrimination against
5 = not applicable

School	1.59	Teachers	1.9
Hiring	2.08	Co-workers	1.8
Advancement	2.39	Clients	1.06
Salary	2.26	Employers	1.9
Type of work assignment	2.24	Other professionals	1.8
		Contractors/Constr. workers	1.93

Only 16.13 percent felt the discrimination they have experienced had caused them to alter their professional plans, while 61.29 percent felt it had not.

C. Work Qualifications and Experience

Attitudes within the work environment dealing solely with the position itself show the opportunities for women interested in a career in architecture. Generally, women surveyed had mixed emotions toward their position within the field of architecture. Much like many of the questions related in the last section, work qualifications and experiences at this time deal strictly with the position itself.

1. Job Description

First, to understand from where these attitudes stem a list in percentages shows the various types of firms and organizations which the surveyed women were presently employed.

Architecture	37.1%
Arch/Engr. comb.	9.68
Planning	4.85
Government	1.61
Industry	1.61
Interior Design	6.45
Publishing	0
Teaching	1.61
Other	24.19
No Answer	12.9

The majority of the jobs outlined in the 'other' category consist mainly of women who work in fields other than architecture. For questions dealing specifically with arch-

itecture related job roles only statistics from women working in architecture were used. However, percentages given are still proportionate to all women surveyed.

The average number of employees per firm was 32.14. The present position of these women was as follows:

Principal/Partner	17.75%
Associate	1.61
Employee	48.39
No Answer	24.19
Other	8.06

Only two women worked for a firm as a principal or a partner. The remainder of that 17.75 percent were self-employed or owned their own firm. Taking these positions one step further, a more definitive look at job titles shows the numerical classifications.

Project Architect	1	Interior Designer	6
Project Designer	2	Urban Designer/Planner	1
Job Captain	3	Graphics	11
Designer	13	Clerical	15
Draftsperson	25	Other	8

This breakdown by job description is important, yet becomes more interesting when further asked, "At what level do you see yourself in managerial responsibilities and authority?"

Upper management	11.29%
Middle management	22.58
Lower management	8.07
None of the above	29.03
No answer	27.42
Comment	1.61

There appears to be a direct correlation between firm size and level of responsibilities as many of those women who considered themselves in middle management worked in small firms as draftspersons or clerical workers. Where as many women

who worked in large firms as draftspersons or clerical workers, did not consider themselves part of management at all.

30.65 percent felt there were female role models in management positions with 45.16 percent saying no. Considering the percentage (43.55 percent) mentioned for role models in the profession, it is significant to note the difference. This difference shows the need for more involvement of women in the architectural profession.

The number of years of work experience was 2.89 while the total number of organizations worked for was 2.35. The amount of time in present firm was 1.5 years with the amount of time in present position being 1.2 years.

2. Work Benefits

Although most workers anywhere are interested in maximizing income through wage incentives, it is of importance to this study that a closer look at work benefits be incorporated. As it has already been indicated, the average firm size was roughly 32. In the business environment it is known that the larger a firm you work for, the more benefits an employer may be in a position to give you. However the reverse happens with the fewer the employees the more flexible and personal an employer can be on an individual basis.

When asked, "What degree of benefits does your current firm have?" The responses were an even distribution of answers ranging from accomodating to no concern.

Some Benefits	25.81%
No Benefits	24.19
Good Benefits and is willing to work out accomodations	20.97
No policy and no interest in needs of working parents	4.84
No answer	24.19

17.75 percent had Affirmative Action programs in their firms, however, a significant number, 50 percent did not. One woman mentioned that she started the program in her firm due to necessity and concern. When asked if firms provided various types of benefits, the numerical reaction was as follows:

Maternity leave	11
Day care facilities	0
Compensatory pay for child care	0
Flexible working hours	27
Partnership jobs (where 2 PT people share 1 FT position)	4
None	9
No answer	21

3. Income

Salary expectations versus job rewards/experiences dictated many of the attitudes of surveyed women. This is caused by the explanation frequently given for male's higher wage that it is a direct reflection of his greater experience on the job. When asked if these women felt they were getting equal pay for equal work, 58.06 percent felt they were while 14.52 percent said no. This statistic may be deceiving considering the comments expressed by two women as a representative of many:

- "No one else at my firm has the same job assignment."
- "Yes, but I've always been the only bottom worker."

This raises the issue of job description compared to job salary. When asked if income was the sole support of you and

your family, 51.61 percent said yes, with 35.48 percent saying no. 25.82 percent of those working women take on additional free lance/part time, work over and above full time employment, while 61.29 percent said no. Areas of free lance were as follows:

Arch. commissions	1
Drafting	7
Rendering	4
Teaching	3
Photograph	1
Work not related to Arch.	3
Other	1

As reported, the annual gross salary for women in their present position working full time was $9,048. For women working part time, income was $6,237.

D. Profile

The 1975 Task Force on the Status of Women prepared by the American Institute of Architects (AIA) in its report entitled, "Affirmative Action Plan for the Integration of Women in the Architectural Profession" has drawn a summary profile of an AIA woman. An attempt has been made to compare this to a similar summary done for a profile of a BAC woman student.

1. Profile: AIA Woman

The typical woman in the architectural profession is 39 years old, is as likely as not to be married, but if married, is much less likely to have children than her male counterpart. She probably lives in the California, New York, New England, or the Northwest region.

Architecture was her first choice as her profession, the choice having been made by the age of 18. The most influential factor in this decision was self-evaluation. She probably has a bachelor's degree in architecture and is more than twice as likely as her male counterpart to have a master's degree in architecture. She indicates a desire to continue her professional studies, mainly in the areas of Environmental Design, Architectural Design and in Architect/Developer enterprises. She probably is a registered architect, but she is less likely to be an AIA member. It is unlikely that she holds an NCARB certification.

Our typical woman architect has had an average of 14 years experience and has worked for four firms. She is probably employed by an architectural firm with fewer than

20 employees and classifies herself as project architect or designer/draftsman. She has been with this firm for six years and in her present position for 5. There is less than a 30 percent chance that she will classify herself as among the owners of the firm.

She is working full time, there only being a 20 percent chance that she is employed part time. There is a 43 percent possibility that she is doing free lance work in addition to her full time employment. Her annual salary in 1973-74 was $14,000 which, as likely as not, is her sole source of support.

It is as likely as not that she has worked continuously since graduation, but if she has not, her time away from work has been less than two years. Children will have accounted for her time away from work in only 22 percent of the cases, where there is a 31 percent chance she spent time traveling.

She has encountered widespread discrimination, but would choose architecture again and would encourage young people to enter the profession.

2. Profile: BAC Woman

The typical woman who has gone to or presently attends the Boston Architectural Center is 27 years old and for the majority single, but if married less like to have children.

Architecture more often than not was not her first choice as her profession, the choice having been made by the age of 22. The most influential factor in this decision was self-evaluation, coupled, yet not as significant was past work experience. For the most part she has a bachelor's degree

however not to a related field of architecture. She indicates a desire to continue her professional studies both in and out of the BAC. Mainly in the areas of Design, Development and Environmental Design. The majority of the women are presently in Segment One and Segment Two and it is extremely unlikely that she belongs to any professional architectural group.

The typical BAC woman has had an average of 2.9 years experience and has worked for 2.35 organizations related to architecture. She is probably employed by an architectural firm with fewer than 33 employees and classifies herself as a drafts-person or in a clerical position. She has been with this firm for a year and five months and in her present position for a year and two months. There is only a 17 percent chance that she will classify herself as among the owners of the firm of which a majority of that percentage stems from either being self-employed or owning their own business.

For the most part, she is working full time. There is only a little bit more than 25 percent possibility that she is doing free lance work in addition to her full time employment. Her annual salary is $9,000 which, as likely as not, is her sole source of support.

There is a 48 percent chance that she has encountered discrimination, but would choose architecture again and would encourage young people to enter the profession.

E. Conclusions

As a result of all information received, a clear picture begins to formulate as definite attitudes emerge. Through the statistical data explored it is now evident as to the type of women who attend the Boston Architectural Center and why they feel the BAC is their vehicle as an educational institution to enter the architectural profession.

In the AIA report, "Affirmative Action Plan for the Integration of Women in the Architectural Profession," they identify as one of their conclusions and problem areas this assertion, "The opening up of the Architectural profession to women . . . lags behind many other traditionally male fields."[5] This is true. It is a clear fact as shown in this study that potential female architects do not have sufficient numbers of women architects to emulate in the work environment. Something must be done and it is being done at the Boston Architectural Center.

The BAC helps to attack this problem through the basic philosophy of the school itself. Low tuition coupled with evening classes allow BAC students to further their education while allowing them the flexibility of being competitive in the job market. Thus the work/study program guarantees the student job support while also enabling he or she to meet work requirements specified by the American Institute of Architects. The open admissions policy offers those women the alternative of testing desires to enter the architectural environment through

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5. Ibid. pg. 26.

the learning process. As it has been shown, the BAC is an opportunity women look toward as a chance to change fields mid-stream. For the most part, these women are older, have prior degrees and have shown a commitment not only to the BAC, but to the architectural profession.

The BAC encourages this commitment through its diversity in both curriculum and teaching staff. This is shown statistically by the unusually high percentage of female faculty teaching both technical as well as academic architectural courses. Women therefore associate with potential role models in all facets of architecture. The ultimate effect is propagated by a majority of women stating that they themselves dictate their own development of architectural preferences and that they feel they are treated seriously as future women architects. These women are supported by other students, both male and female as well as individual faculty members.

This report statistically indicates a high percentage of female student population compared to North American levels and that more women want to complete the BAC program then when they initially enrolled. This clearly shows the importance of women as a viable segment of the BAC student population reinforced by the fact that almost 50 percent of those women who did leave plan to return at a later time. These statistics rest not only on a positive educational environment, but that indeed the BAC does aid students in receiving technical skills necessary for their present position.

As female students branch out into these working positions

problems arise. These problems encompass such areas as upward mobility, salary and benefits camouflaged by increases in responsibility with both positive and negative results. This confirms a conclusion that there appear to be indicators that women are being subtlely discriminated against without being aware of it. This is based on the fact that 48.39 percent of the women surveyed had expressed their feeling that they had experienced discrimination whether at the BAC or in employment. Although when asked to give a more detailed account of their experiences with discrimination, answers were recorded as fluctuating between, 'preferential treatment' to 'little discrimination against'.

This implies two possible explanations: one, either these women are subconsciously being discriminated against which stems from various socialization patterns of employee or employer situations or the women themselves. Secondly, there may be subtle intents of discrimination within or outside the letter of the law for profit maximization purposes (ex. specific job descriptions for specific salaries, however ultimately the same job is performed. Also to be considered are the issuing of benefits.) In both cases it is recommended that women take the opportunity to familiarize themselves with the history of the role of women in architecture and the rights that these women have by law and by nature. The BAC presently such a course entitled, "Women and Design".

As all women realize the importance of upward mobility in professional status there must be a recognized goal toward increased representation through mutual help and self-improve-

ment. It must be recognized that as women architects become role models for female architectural students mentor relationships should be encouraged and established to provide avenues for equal representation in the field of architecture.

But this is not all that has to be done. Opportunities for women in architecture should be made known to students at the high school level who express creative and artistic talents coupled with career goals and analytic minds. The profession should be working with school counselors to acquaint them with the public image of the architect as a professional and to make them more aware of the vast opportunities for female architects. The adminstration at the Boston Architectural Center does this with its students, however it has been statisticly shown it should be done at an earlier time.

This paper proves that in professional status many times equal opportunities, salaries and responsibilites are often overshadowed by the basic need of women for guaranteed experience. For too long, women have been stereotyped in job roles. It is time now for architectural firms to address this issue and implement more positive affirmative action policies not only for upward mobility, increased economic status and responsive decision making, but for the people who enjoy the beauty of architecture as an art, so that they can experience those values which women bring to the field itself.

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